



Mr. James R. Hoffa

-2-

July 15, 1964

recently regarding our employees at the Grand Rapids Branch of our Amstan Supply Division. The Grand Rapids Branch Manager has replied to the request of the local Teamster office, and negotiations are about to begin.

We must decline your request to meet and confer with any group not certified as collective bargaining agent for our employees at our local plants or branches.

Very truly yours,

G. F. Gamber
Gerald F. Gamber

GFG/aff

From the Desk of:
HAROLD GIBBONS

July 2, 1964
Date

Roy: Okay, send this out on International
stationery - Mr. Morris's signature - and send
blind copies to Locals involved.

HJG

AFL-CIO
Industrial Union Dept.
X2 American Radiator
Standard Sanitary Corp.

Office of the General President

To: H. J. Gibbons
From: Roy Barnes ✓

6/30/64

DATE

The IAT is participating in the IUD American Radiator & Standard Sanitary Corporation Committee along with other AFL-CIO affiliates in a program to establish joint negotiations with this company. I have been appointed a member of the Steering Committee.

The Committee has recommended that we attempt to coordinate collective bargaining on this company's pension plan. In accordance with this program, it is necessary that certain materials be obtained from the company to facilitate setting up this program. It was also recommended that the General Presidents of each International Union request the American Radiator and Standard Sanitary Corp. to meet with the IUD Coordinating Committee.

The attached letter is a draft which is to be sent to the company from each of the International Unions. Please advise whether we should send this letter over General President Hoffa's signature.

RB/las
Encl.

Office of the General President
To: H. J. Bitbone
From: Ray Barnes

AFL-CIO
Industrial Union Dept.
American Radiator &
Standard Sanitary Corp.
8/30/64
DATE

The IUE is participating in the IUE American Radiator & Standard Sanitary Corporation Committee along with other AFL-CIO affiliates in a program to establish joint negotiations with this company. I have been appointed a member of the Steering Committee.

The Committee has recommended that we attempt to coordinate collective bargaining on this company's pension plan. In accordance with this program, it is necessary that certain materials be obtained from the company to facilitate setting up this program. It was also recommended that the General Presidents of each International Union request the American Radiator and Standard Sanitary Corp. to meet with the IUE Coordinating Committee.

The attached letter is a draft which is to be sent to the company from each of the International Unions. Please advise whether we should send this letter over General President Doffe's signature.

BB/las
Encl.

June 29, 1964

Mr. Don Doherty, Coordinator
Collective Bargaining Services
Industrial Union Department
815 Sixteenth Street, N.W.
Washington, D.C. 20006

Dear Mr. Doherty:

Thank you for the material concerning American Radiator &
Standard Sanitary Corporation.

Please be advised that our International Union will cooperate
in forwarding a draft letter similar to yours to the company
requesting information on their pension programs.

Very truly yours,

Roy Barnes
Research

RB/le



INDUSTRIAL UNION DEPARTMENT

815 SIXTEENTH STREET, N. W., WASHINGTON, D. C. 20006 • EXECUTIVE 3-5581

WALTER P. REUTHER
PRESIDENT
JAMES B. CAREY
SECRETARY-TREASURER

June 22, 1964

TO: All Steering Committee Members
American Radiator & Standard Sanitary Corp. IUD Committee

GREETINGS:

Here is a draft copy of the proposed letter which is to be sent by the President of your union to the President of the company.

Would you please let me know by return mail if you are in agreement with the intent.

Awaiting your reply, I am

Sincerely and fraternally,

Don Doherty

Don Doherty, Coordinator
Collective Bargaining Services

DD:geg
cc:lu #2 aflu-cio

VICE PRESIDENTS: J. W. ABEL * JOSEPH A. BEIRNE * GEORGE BUISON * JOSEPH CIRAN * KARL F. FELLER * MAX GREENBERG
A. F. HARTUNG * ALBERT J. HAYES * RALPH HELSTEIN * G. S. KNIGHT * WALTER L. MITCHELL * PAUL L. PHILLIPS
WILLIAM POLLACK * FRANK ROSENBLUM * LOUIS STULBERG * ARNOLD ZANDER

Mr. J. A. Graier, President
American Radiator & Standard Sanitary Corp.

To: D. W. St.
New York City
Dear Mr. Graier:

With this letter we notify you that our American Radiator & Standard Sanitary Corp. local unions desire to negotiate changes in their pension plans through a newly created national coordinating committee made up of representatives of the International Association of Machinists, the International Brotherhood of Boilermakers and Blacksmiths, the United Automobile Workers of America, the United Steelworkers of America, the International Brotherhood of Teamsters, and the Standard Allied Trades Council.

In order that the Committee can negotiate the changes more intelligently, we are requesting the following information:

A census in summary form of all employees in our bargaining units broken down for males and females and listing:

Ages
Years of service
Hourly rate

We would also like a list of the present retirees indicating:

The date of retirement.
The age at which the employee retired.
His average annual earnings at the time of retirement.
His years of continuous service at retirement.
His monthly pension.
The method used to calculate the benefit (1% formula or \$2.50-\$2.60 minimum).
The type of option selected which has changed the amount of normal benefit.

We would hope this information could be supplied to us within the next thirty days.

We hereby request the American Radiator & Standard Sanitary Corp. to meet and confer with the American Radiator & Standard Sanitary Corp. National Coordinating Committee representing local unions at your plants which are affiliated with the aforementioned International Unions at a time and place mutually agreeable, for the purpose of negotiating changes in the Company's pension plan.

Yours very truly,

JRH

AMERICAN RADIATOR AND STANDARD SANITARY CORPORATION - LOCAL UNIONS

#811 - Baltimore
#848 - Akron
#697 - Wheeling
#315 - Martinez
#406 - Grand Rapids
#808 - Lima
#89 - Louisville
#20 - Toledo
#92 - Canton
#249 - Pittsburgh
#120 - St. Paul
#364 - South Bend
#682 - St. Louis
#175 - Charleston

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS - WAREHOUSEMEN & HELPERS

OF AMERICA

MILITANT PRINCIPAL OFFICE, 2801 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
25 LOUISIANA AVE., N.W.
WASHINGTON 1, D.C.



June 30, 1964

AFL-CIO
Industrial Union
Department

TO: All Local Unions Having Agreements
With American Radiator & Standard
Sanitary Corporation

Dear Sir and Brother:

The Industrial Union Department of the AFL-CIO invited the Teamsters' Union to participate in a program of joint negotiations with the American Radiator & Standard Sanitary Corporation. This is to advise you that I have participated in the recent meeting of the IUD American Radiator Committee as a representative of both the International Union and various local unions which have agreements with the company. As the Teamsters' representative, I have been appointed to the Steering Committee of the above named committee.

To keep you advised of developments concerning American Radiator, I am enclosing a report of the June 11 and 12 meeting held in Washington, D.C., as well as an attendance list and a complete survey of the company.

It is the intention of the IUD American Radiator Committee to establish joint negotiations with the company concerning its pension plan which is basically uniform for its operating subsidiaries, although it is negotiated locally by each of the various local unions dealing with this company. Attached to the report of the meeting is a sample letter which we would appreciate your sending to the company representative with whom you negotiate requesting information to enable us to evaluate the company's pension plan. I would appreciate hearing from you concerning these developments and, as soon as possible, please forward to me a copy of the pension agreement with American Radiator.

Faternally yours,

Roy Barnes
Roy Barnes
Research

RB/ls
Enclo.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS - WAREHOUSEMEN & HELPERS
OF AMERICA

MARSHAL PRINCIPAL OFFICE, 2801 TRUMBOULL AVENUE, DETROIT 16 MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. MOFFA •
GENERAL PRESIDENT
20 LOUISIANA AVE. NW
WASHINGTON 1, D.C.



June 30, 1964

TO: All Local Unions Having Agreements
With American Radiator & Standard
Sanitary Corporation

Dear Sir and Brother:

The Industrial Union Department of the AFL-CIO invited the Teamsters' Union to participate in a program of joint negotiations with the American Radiator & Standard Sanitary Corporation. This is to advise you that I have participated in the recent meeting of the IUD American Radiator Committee as a representative of both the International Union and various local unions which have agreements with the company. As the Teamsters' representative, I have been appointed to the Steering Committee of the above named committee.

To keep you advised of developments concerning American Radiator, I am enclosing a report of the June 11 and 12 meeting held in Washington, D. C., as well as an attendance list and a complete survey of the company.

It is the intention of the IUD American Radiator Committee to establish joint negotiations with the company concerning its pension plan which is basically uniform for its operating subsidiaries, although it is negotiated locally by each of the various local unions dealing with this company. Attached to the report of the meeting is a sample letter which we would appreciate your sending to the company representative with whom you negotiate requesting information to enable us to evaluate the company's pension plan. I would appreciate hearing from you concerning these developments and, as soon as possible, please forward to me a copy of the pension agreement with American Radiator.

Faternally yours,

Roy Barnes
Roy Barnes
Research

RB/ls
Enclo.

AM-70
Industrial Union
Department

June 5, 1964

Mr. Steve Morris
Industrial Union Department
81 Sixteenth Street, N.W.
Washington, D. C.

Dear Mr. Morris:

In accordance with your request of this morning, I am enclosing information concerning the Teamsters' Central States and Western Conference Pension Plans and the insurance agreement between Teamsters' Local Union #315 and American Radiator and Standard Sanitary Corporation. At the present time I have no information about the health insurance plan with Local Union #699 in Louisville, Kentucky, however, I would assume it is similar to the plan of the other unions at that particular location.

Please let me know if you need additional information concerning this matter.

Faithfully yours,

Roy Barnes
Research

RB/le
Enclm.

cc: 100
Industrial Union Dept.

September 1, 1960

C
Mrs. Mildred Joiner
Research Department
Industrial Union Dept. - AFL-CIO
815 - 16th Street, N.W.
Washington, D. C.

D
Dear Mrs. Joiner:

P
In accordance with your telephone request recently, I am enclosing copies of the insurance and pension plans covering employees of American Radiator & Standard Sanitary Corporation with the following Teamster local unions: #75, #82 and #247. We have requested this information from Local Union #20 and as soon as it is received we shall forward it on to you. Also, Local Union #2 will obtain a copy of the pension plan and forward to us and we will send it on.

V
Enclosed are two additional contracts between American Radiator & Standard Sanitary Corporation and Local Union #598, Los Angeles, California and Local Union #697, Long Beach, California.

I hope this information will be helpful.

Very truly yours,

Lynne Pendleton
Secretary to Mr. Weiss

lp
Encls.

C
O
P
Y

ADMIN FILE
AFL-CIO -
Industrial Union
Department

August 23, 1960

Mrs. Mildred Joiner
Research Department
Industrial Union Dept. - AFL-CIO
815 - 16th Street, N.W.
Washington, D. C.

Dear Mrs. Joiner:

Mr. Weiss is presently on vacation and he asked that I forward
you the contracts between American Radiator and Standard Sanitary
Corporation and various Hammer local unions as follows:

Local Union #20	Toledo, Ohio
#75	Green Bay, Wisconsin
#89	Louisville, Kentucky
#92	Canton, Ohio
#147	Detroit, Michigan
#515	Riohondo, California
#311	Baltimore, Maryland
#406	Grand Rapids, Michigan
#467	San Bernardino, California
#678	Los Angeles, California
#697	Wheeling, West Virginia

We have contacted other local unions and when we receive copies
of their contracts with American Radiator and Standard Sanitary Corp.
we will forward them to you.

Please let us know if we may be of any further assistance.

Very truly yours,

Lynne Pendleton
Secretary to Mr. Weiss

ip
Kasla.

File

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
25 LOUISIANA AVE., N.W.

WASHINGTON 1, D.C.



February 15, 1961

RECORDED IN
Research Department

TO: Teamster Local Unions Having
Contracts with American Radiator
and Standard Sanitary Corporation

Dear Sir and Brother:

Our records indicate that your local union has an agreement with the above named company. I am enclosing a copy of an analysis of this company prepared by the Industrial Union Department of the AFL-CIO, which includes information on the company's financial structure, as well as an analysis of the contracts negotiated by this company with a number of AFL-CIO unions as well as with the Teamsters.

The contract analysis includes information on wage rates, union security, major fringe benefits and information on the company's insurance programs and negotiated supplements to the company-wide pension plan. The last page of this report includes a brief listing of various miscellaneous clauses of interest.

I hope you find this report helpful in your dealings with this company. Please let me know if I may be of any further assistance.

Fraternally yours,

Abraham Weiss
Abraham Weiss
Economist

AW/lp

Encl.

Sent to the following Teamster local unions:

20
75
89
92
120
175
247
311
315
348
364
406
467
578
598
682
692
697
775
781
908

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS - WAREHOUSEMEN & HELPERS
OF AMERICA

OFFICE OF
• JAMES R. MOPPA •
GENERAL PRESIDENT
25 LOUISIANA AVE., N.W.

WASHINGTON 1, D.C.



February 15, 1961

TO: Teamster Local Unions Having
Contracts with American Radiator
and Standard Sanitary Corporation

Dear Sir and Brother:

Our records indicate that your local union has an agreement with the above named company. I am enclosing a copy of an analysis of this company prepared by the Industrial Union Department of the AFL-CIO, which includes an analysis on the company's financial structure, as well as an analysis of the contracts negotiated by this company with a number of AFL-CIO unions as well as with the Teamsters.

The contract analysis includes information on wage rates, union security, major fringe benefits and information on the company's insurance programs and negotiated supplements to the company-wide pension plan. The last page of this report includes a brief listing of various miscellaneous clauses of interest.

I hope you find this report helpful in your dealings with this company. Please let me know if I may be of any further assistance.

Fraternally yours,

Abraham Weis
Abraham Weis
Economist

AM/lp

Encl.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS - WAREHOUSEMEN & HELPERS
OF AMERICA

OFFICE OF
• JAMES R. MORFA •
GENERAL PRESIDENT
25 LOUISIANA AVE., N.W.

WASHINGTON 1, D.C.



February 15, 1961

TO: Teamster Local Unions Having
Contracts with American Radiator
and Standard Sanitary Corporation

Dear Sir and Brother:

Our records indicate that your local union has an agreement with the above named company. I am enclosing a copy of an analysis of this company prepared by the Industrial Union Department of the AFL-CIO, which includes information on the company's financial structure, as well as an analysis of the contracts negotiated by this company with a number of AFL-CIO unions as well as with the Teamsters.

This contract analysis includes information on wage rates, union security, major fringe benefits and information on the company's insurance programs and negotiated supplements to the company-wide pension plan. The last page of this report includes a brief listing of various miscellaneous clauses of interest.

I hope you find this report helpful in your dealings with this company. Please let me know if I may be of any further assistance.

Fraternally yours,

Abraham Weiss

Abraham Weiss
Economist

AW/lp

Encl.